

Van Leeuwen & Van Leeuwen  
Attorneys at Law  
6123 Pebble Garden Court  
Austin, Texas 78739  
Phone # 512-301-6738  
FAX # 512-301-6742

RECEIVED  
CENTRAL FAX CENTER  
NOV 08 2005

DATE: November 8, 2005

Number of Pages to Follow (including this cover sheet) 23

SEND TO: United States Patent Office

Examiner: **Lu, Kuen S.**

Group Art Unit: **2167**

Tel No: (571) 272-4114

Fax #: 571-273-8300

FROM: Joseph T. Van Leeuwen  
**Van Leeuwen & Van Leeuwen**  
**Registered Patent Attorneys**  
6123 Pebble Garden Court  
Austin, Texas 78739  
Tel No: 512-301-6738  
Fax No. 512-301-6742

THIS MESSAGE IS INTENDED ONLY FOR THE USE OF THE INDIVIDUAL OR ENTITY TO WHICH IT IS ADDRESSED, AND MAY CONTAIN INFORMATION THAT IS PRIVILEGED, CONFIDENTIAL AND EXEMPT FROM DISCLOSURE UNDER APPLICABLE LAW. IF THE READER OF THIS MESSAGE IS NOT THE INTENDED RECIPIENT, OR THE EMPLOYEE OR AGENT RESPONSIBLE FOR DELIVERING THE MESSAGE TO THE INTENDED RECIPIENT, YOU ARE HEREBY NOTIFIED THAT ANY DISSEMINATION, DISTRIBUTION OR COPYING OF THIS COMMUNICATION IS STRICTLY PROHIBITED. IF YOU HAVE RECEIVED THIS COMMUNICATION IN ERROR, PLEASE NOTIFY US IMMEDIATELY BY TELEPHONE AND RETURN THE ORIGINAL MESSAGE TO US AT THE ADDRESS ABOVE VIA THE U.S. POSTAL SERVICE. THANK YOU.

Docket No. AUS920010237US1

Serial No. 09/895,891

Atty: HR / JVL

Applicant: Calderaro, et al.

<input checked="" type="checkbox"/> Transmittal Letter (2 copies)	<input checked="" type="checkbox"/> Certificate of Facsimile (incl. w/Amendment)
<input checked="" type="checkbox"/> Amendment ( <u>20</u> pages)	<input type="checkbox"/> Notice of Appeal
<input type="checkbox"/> Amendment AF	<input type="checkbox"/> Appeal Brief (3 copies)
<input type="checkbox"/> Ext. of Time	<input type="checkbox"/> Reply Brief
<input type="checkbox"/> IDS Statement	<input type="checkbox"/> Change of Address
<input type="checkbox"/> Other	

Deposit Acct. No. 09-0447

Fees: Amendment ☐ Notice of Appeal ☐ Appeal Brief ☐ Other ☐

File: 1031

COMMISSIONER FOR PATENTS  
P.O. Box 1450  
Alexandria, VA 22313-1450

IBM DOCKET NO. AUS9-2001-0237-US1

DATE: November 8, 2005

Application Serial No.: 09/895,891

Sir:

Assignee Name: International Business Machines Corporation  
Assignee Residence: Armonk, New York

Transmitted herewith for filing is the Patent Application of:

Inventors: Calderaro, et al.

For: System and Method for Personnel Management Collaboration

RECEIVED  
CENTRAL FAX CENTER

NOV 08 2005

Enclosed are:

☒ Amendment and Response to Office Action (14 pages)

Any additional filing fees have been calculated as shown below:

For	Number Filed	Number Added	Number Extra	Rate	Additional Fee
Total Claims	20	0	0	x \$50	\$ 0.00
Indep. Claims	3	0	0	x \$200	\$ 0.00

Total: \$ 0.00

☒ Please charge my Deposit Account No. 09-0447 in the amount of \$0.00. A duplicate copy of this sheet is enclosed.

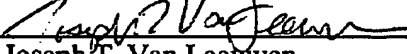
☒ The Commissioner is hereby authorized to charge payment of the following fees associated with this communication or credit any overpayment to Deposit Account No. 09-0447. A duplicate copy of this sheet is enclosed.

☒ Any additional filing fees required under 37 CFR Sect. 1.16.

☒ Any patent application processing fees under 37 CFR Sect. 1.17.

☒ No extension of time is believed to be necessary. If, however, an extension of time is required, the extension is requested, and the undersigned hereby authorizes the Commissioner to charge any fees for this extension to IBM Corporation Deposit Account No. 09-0447.

Respectfully submitted,

By   
Joseph T. Van Leeuwen  
Attorney for Applicant  
Registration No. 44,383  
Telephone: (512) 301-6738  
Facsimile: (512) 301-6742

Atty Ref. No. IBM-1031

COMMISSIONER FOR PATENTS  
P.O. Box 1450  
Alexandria, VA 22313-1450

IBM DOCKET NO. AUS9-2001-0237-US1

DATE: November 8, 2005

**Application Serial No.: 09/895,891**

Sir:

**Assignee Name: International Business Machines Corporation**  
**Assignee Residence: Armonk, New York**

Transmitted herewith for filing is the Patent Application of:

Inventors: Calderaro, et al.

For: System and Method for Personnel Management Collaboration

Enclosed are:

☒ Amendment and Response to Office Action (14 pages)

Any additional filing fees have been calculated as shown below:

For	Number Filed	Number Added	Number Extra	Rate	Additional Fee
Total Claims	20	0	0	x \$50	\$ 0.00
Indep. Claims	3	0	0	x \$200	\$ 0.00

Total: \$ 0.00

☒ Please charge my Deposit Account No. 09-0447 in the amount of \$0.00. A duplicate copy of this sheet is enclosed.

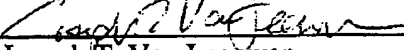
☒ The Commissioner is hereby authorized to charge payment of the following fees associated with this communication or credit any overpayment to Deposit Account No. 09-0447. A duplicate copy of this sheet is enclosed.

☒ Any additional filing fees required under 37 CFR Sect. 1.16.

☒ Any patent application processing fees under 37 CFR Sect. 1.17.

☒ No extension of time is believed to be necessary. If, however, an extension of time is required, the extension is requested, and the undersigned hereby authorizes the Commissioner to charge any fees for this extension to IBM Corporation Deposit Account No. 09-0447.

Respectfully submitted,

By   
Joseph T. Van Leeuwen  
Attorney for Applicant  
Registration No. 44,383  
Telephone: (512) 301-6738  
Facsimile: (512) 301-6742

Atty Ref. No. IBM-1031

PATENT

## IN THE UNITED STATES PATENT AND TRADEMARK OFFICE

RECEIVED  
CENTRAL FAX CENTER

NOV 08 2005

In re application of:  
Calderaro, et al.

\$ Group Art Unit: 2177

\$

\$ Examiner: Lu, Kuen S.

\$

Serial No.: 09/895,891

\$ Attorney Docket No. AUS920010237US1

\$

Filed: June 29, 2001

\$ IBM Corporation

Title: System and Method  
for Personnel Management  
Collaboration

\$ I.P. Law Dept.

\$ 11400 Burnet Road

\$ Austin, Texas 78758

\$

Commissioner for Patents  
P.O. Box 1450  
Alexandria, VA 22313-1450Certificate of Mailing or Transmission

I hereby certify that this correspondence is being deposited with the United States Postal Service with sufficient postage as first class mail in an envelope addressed to: Commissioner for Patents, P.O. Box 1450, Alexandria, VA 22313-1450 or facsimile transmitted to the U.S. Patent and Trademark Office on the date shown below.

  
Joseph T. Van Leeuwen11/8/05  
DateRESPONSE TO THIRD NON-FINAL OFFICE ACTION

Sir:

**A. INTRODUCTORY COMMENTS**

In response to the Office Action having a mailing date of August 10, 2004, with a three-month shortened statutory period for response set to expire on November 10, 2005 Applicants respectfully request reconsideration of the outstanding rejections and reexamination of the present application in light of the following remarks.

No extension of time is believed to be necessary. If, however, an extension of time is required, the extension is requested, and the undersigned hereby authorizes the Commissioner to charge any fees for this extension to IBM Corporation Deposit Account No. 09-0447.

Docket No. AUS9-2001-0237-US1

Page 1 of 20  
Calderaro, et. al.  
09/895,891

Atty Ref. No. IBM-1031